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ABSTRACT

This annual report covers employment programs, public affairs, and legislative activities of the President's Committee on Employment of People with Disabilities. Projects of the Office of Plans, Projects and Services discussed include a hearing assessing implementation of the Carl D. Perkins Act, the Job Training Partnership Act, the Job Accommodation Network, the High School/High Tech project, a forum on Employing Disabled Veterans, conferences on minority Americans with disabilities, the White House Forum on Supported Employment, and the committee's annual national conference. An appendix lists members of the executive committee. (PB)

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THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

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FISCAL YEAR 1988 REPORT

EC 230853

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CHAIRMAN:

Harold Russell

VICE CHAIRPERSONS:

Gerald Lorentson
Walter Oi
Elizabeth Tunney

EXECUTIVE DIRECTOR:

Jay Rochlin

The President's Committee on Employment of People With Disabilities shall provide advice and information as to the development of maximum employment opportunities for people who are physically disabled, mentally retarded, and mentally ill. To this end the Committee shall advise the President as to information that can be used by employers, labor unions, and national and international organizations, suggest programs for public education, and suggest methods of enlisting cooperation among organizations and agencies, and enlist the support of Federal, State, and local officials, Governors' and local Committees on Employment of People with Disabilities, professional organizations, organized labor, and appropriate international organizations.

Presidential Executive
Order 12640

Advisory Council to the President Committee on Employment of People with Disabilities

The Secretary of State
The Secretary of the Treasury
The Secretary of Defense
The Attorney General
The Secretary of the Interior
The Secretary of Agriculture
The Secretary of Commerce
The Secretary of Labor
The Secretary of Health and Human Services
The Secretary of Housing and Urban Development
The Secretary of Transportation
The Secretary of Energy
The Secretary of Education
The Secretary of Veterans Affairs
The Chairman of the Equal Employment Opportunity Commission
The Administrator of General Services
The Director of the Office of Personnel Management
The Director of the United States Information Agency
The Postmaster General

All public documents produced by the President's Committee on Employment of People with Disabilities are available on request in cassette tape, Braille text and large print (14 point text).

Executive Order 12640, signed by the President on May 10, 1988 changed the Committee's name to: The President's Committee on Employment of People with Disabilities. The new name reflects the Committee's leadership in language sensitivity and was widely reported in the disability media throughout the country, sparking editorials and discussion on the significance of language to people with disabilities. The change emphasizes the importance of putting people first and recognizes that the disability is only one characteristic of an individual.

FISCAL YEAR 1988 REPORT

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1. Executive Committee

2. President's Committee Staff

May 1989

Dear Members:

The President's Committee has been active during the past year, and I believe that this summary gives you an indication of our varied efforts to provide increased employment opportunities for citizens with disabilities.

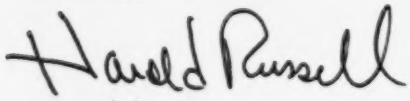
We know that being employed means the same to people with disabilities as it does to other American citizens. Employment means a paycheck, the possibility of adequate housing, transportation, and the cultural and leisure activities that most citizens have come to expect in America. But employment means something beyond that, something the average American may not regard as a right:

The right to acknowledge a responsibility to America by contributing to this great society.

On the following pages are a few of the accomplishments in employment programs, public information, and legislative activity which the President's Committee on Employment of People with Disabilities pursued during FY 1988.

I welcome all who read this to consider additional ways to increase employment opportunities for our Nation's citizens with disabilities and to contact the President's Committee with their insights.

Sincerely,



Harold Russell
Chairman

A. Employment Programs

The Office of Plans, Projects and Services (OPPS) serves State Governors' Committees, our organizational and individual members including veterans, disability organizations, service providers, labor unions, and employers. This office develops and monitors projects which are designed to increase employment opportunities for people with disabilities. Thirty-eight of 45 scheduled projects from our 1988 Workplan were completed, six were modified and completed, and one was canceled. Highlights of these accomplishments are:

- *Carl D. Perkins Act*

Has the Carl D. Perkins Vocational Education Act of 1984 effectively trained persons with disabilities for employment? If so, why was it successful? If not, why?

These and other questions were addressed at a hearing held on the "Carl D. Perkins Act", which is, among other things, designed to enhance this nation's vocational education program for persons with disabilities. Some of the other organizations participating in this review process included the American Vocational Association (Special Needs Division), the National Association of Vocational Assessment in Education, the National Association of Vocational Education Special Needs Personnel, the National Rehabilitation Counseling Association, and the American Rehabilitation Counseling Association. Testimony was given by numerous rehabilitation and education organizations during the hearing. Subsequent to the hearing, a formal report on the event was produced by the President's Committee which highlights the needs of persons with disabilities in vocational education. The report has been widely circulated to organizations and Congressional leaders interested in the reauthorization of this important legislative program. It has provided all concerned with valuable information as the public policy debate gets underway to reauthorize this Federal program.

- *Job Training Partnership Act (Participation Data)*

One of the most promising training programs for people with disabilities has been the Job Training Partnership Act program (JTPA). Since this training program began in 1983, participation by persons with disabilities has significantly increased each year.

During the past fiscal year, the President's Committee and the U.S. Department of Labor measured the effectiveness of JTPA on both a state-by-state and Private Industry Council basis. For the most recent reporting period, over 80,000 people with disabilities across the nation participated in the major program of JTPA. The basic finding of the study was that 12.2% of all youth were youth with disabilities; and 8.6% of all adults were adults with disabilities. A report containing an analysis of these data was issued to state officials, Members of Congress and other interested parties.

- *Job Accommodation Network (JAN)*

For the past several years, the President's Committee has directed the operation of the Job Accommodation Network (JAN), a computerized database with extensive information on job accommodations accessed by a toll-free number. Any employer in the United States can get free answers and advice regarding accommodations in the workplace.

Established by the President's Committee in 1984, JAN recently responded to the 10,000th call from an employer seeking information about accommodating an employee with disabilities in the workplace. During this last fiscal year over 4000 cases were handled. JAN operates out of West Virginia University at Morgantown, West Virginia.

• *High School/High Tech*

Begun in 1986, the High School/High Tech project is a career exploration education program that introduces youth with disabilities to jobs in technology-related occupations.

Sponsored by the President's Committee and funded by the Xerox Foundation, the South Bay Area Committee on Employment of the Handicapped and the California Governor's Committee for Employment of Disabled Persons began the first project in the South Bay area of Los Angeles in 1988. The second project started in 1989 in Prince George's County, Maryland.

• *Employing Disabled Veterans*

The President's Committee has sponsored "Community Forums on Employment of Disabled Veterans" at locations around the country for the last several years. These "forums", planned and conducted in cooperation with major national veterans organizations, spotlight the major employment barriers that confront disabled veterans.

The first 15 sessions investigated the problems and issues facing disabled veterans seeking employment. During Fiscal Year 1988, the Committee shifted the focus of the forums slightly. The Committee is now broadening the use of the forums to investigate innovative local solutions to some of these problems. For example, the San Francisco, California, forum studied the non-competitive hiring programs for people with disabilities and disabled veterans in City and County government. The Committee is actively promoting the replication of these programs in other states and cities around the nation.

• *Minority Americans with Disabilities*

Many people with disabilities encounter barriers when searching for jobs compatible with their skills, but minority Americans with disabilities face additional difficulties. "Discrimination based on race is wrong," Clarence Thomas, Chairman of the Equal Employment Opportunity Commission noted during a National Conference on Minority Americans with Disabilities, "but what if you are Black with a disability? What if you can overcome your disability, only to be stopped because of your race?"

Black persons with disabilities often face unique barriers in different parts of America. National and regional conferences are co-sponsored by the President's Committee and local planning organizations to learn and understand these complexities. During FY 1988, conferences were held in New York City, Atlanta, Washington, DC, and Chicago. Co-sponsors and locations for next year's meetings have been identified and planning has begun for Regional Conferences in Tampa, Los Angeles and Las Vegas.

• *Supported Employment White House Forum*

"We have learned a great deal from working with people with disabilities, and with that knowledge have come efficiencies which have solved some of our labor and productivity problems", John Norlander, President of Radisson Hotels said at a National Supported Employment Forum held at the White House on June 8th, 1988. Norlander urged over 100 corporate representatives from California, Florida, Maryland, Minnesota, Vermont, Washington and Wisconsin to develop and benefit from "Supported Employment" programs in their businesses. He shared the experience of Radisson: "The people we have hired through supported employment programs are always there, always on time, and consistency is the rule."

The Department of Education and the Department of Health and Human Services, in cooperation with the President's Committee, co-sponsored "The Corporate Supported Employment Initiative", and many private-sector executives visited the White House for the event. The President's Committee, the Office of Special Education and Rehabilitative Services, and the Administration on Developmental Disabilities worked closely planning the forum.

• *The Annual Meeting (our National Conference)*

Chairman Harold Russell announced the name change of the President's Committee at the Opening Session of the Annual Meeting, May 4, 1988. Over 4,000 people attended our 1988 Annual Meeting in Washington, D.C.

Many seminars and workshops were held on disability-related topics, disability legislation, and future social trends which will impact the disability community.

Tampa, Florida is the site of the 1989 Annual Meeting, and the theme is "A Chance to Work, A Chance to Win". The conference takes place on May 10–12, and our hosts in Florida will be the Florida Governor's Alliance for Employment of Disabled Citizens and the Tampa Mayor's Alliance for the Handicapped.

B. Public Affairs

Studies show that information is a pressing need of both employers and consumers. Employers need information to counteract the myths about workers with disabilities. Consumers need information about labor market trends and educational and employment opportunities and requirements. Consequently, carefully planned and distributed public education and information programs are integral to the mission of the President's Committee.

The observance of the first "National Disability Employment Awareness Month," which replaced the 41-year-old "National Employ the Handicapped Week", took place in October 1988. The new observance affords greater impact because of the additional time and allows the President's Committee to expand its awareness activities throughout the month. The staff of the President's Committee responded to many requests for personal appearances and assistance in local NDEA Month efforts.

The President's Committee produced and distributed 29,000 kits of materials and suggestions for "National Disability Employment Awareness Month" in 1988.

Information to Employers: One way we reach employers is through our toll-free Job Accommodation Network (1–800–JAN–7234), a service that can answer an employer's questions about accommodating a worker with a disability to a job, and address other employer concerns. We also reach employers through a range of publications including our quarterly magazine *Worklife*, a monthly newsletter *Tips & Trends*, and a public service print advertising campaign. "Disability Can Be An Asset", our 1988 print ad campaign, was widely used in business and trade publications.

Information to Consumers: These information needs are met through an active publications program, and national awards and scholarship programs.

A major effort this year resulted in establishing an accessible information policy to better serve the information needs of all people with disabilities.

The policy on accessible information was the product of a Task Force which spent months examining the production of materials in various formats. Task Force members included representatives from: Division for the Blind and Visually Handicapped of the Rehabilitation Services Administration; National Captioning Institute, Inc.; District of Columbia Public Library; American Council of the Blind; National Association of the Deaf; National Library Service for the Blind; The Department of Veterans Affairs; and, the President's Committee.

On July 25, the President's Committee's Advisory Council (Members of the Cabinet and Heads of Federal Agencies) was alerted to the Committee's landmark accessible information policy, which addresses both print and visual mediums.

Secretary of Defense Frank C. Carlucci responded by issuing a Defense Department Memorandum on September 2, 1988, recommending that our accessible information policy be followed by the Department of Defense. The President's Committee participates on an Interagency Committee that is recommending that all Federal agencies adopt accessible information guidelines.

Legislative Activities:

The newly-formed legislative liaison team within the Office of Public Affairs is off to an excellent start. The team has become an important resource for Congressional staff who are developing legislation impacting on employment of people with disabilities. The legislative liaison team researches employment facts, identifies new approaches and programs, suggests experts from both consumer and business organizations for Congressional hearings and responds to many requests from legislators and their staffs.

Briefing Governors' Committees on Employment of People with Disabilities and other organizations through the Committee's Electronic Mail Network and through legislative "alerts" are quick ways for the legislative team to keep Committee constituents updated on developments in Washington. In addition, the Electronic Mail network can respond to requests from Governors' Committees for additional information. The Committee also subscribes to "Legi-Slate", a service that supplies information and updates on all disability legislation.

Keeping organizations of people with disabilities informed is another important role for the legislative team. The 1986 Harris Study of people with disabilities found that the majority of people with disabilities were unaware of Congressional decisions that impact directly on their rights to employment and training. The legislative team has developed comprehensive mailings to a wide range of organizations to keep them abreast of the latest developments in legislation impacting on the lives of people with disabilities.

The most significant development during the last Congressional Session was the introduction of The Americans With Disabilities Act of 1988. The Act, with broad support in both the House and Senate, addressed discrimination in most areas impacting on people with disabilities. The legislative team provided updates and substantial information about this Act to all of its constituent audiences. The Act is scheduled to be reintroduced in the 101st Congress.

Other important legislation which the team analyzed and shared through Electronic Mail and "alerts" included: The Civil Rights Restoration Act; The Fair Housing Act Amendments; The Handicapped Program Technical Amendments; The Targeted Jobs Tax Credit; and The Technology-Related Assistance for Individuals with Disabilities Act of 1988.

C. APPENDICES

Executive Committee

Members of the Executive Committee are selected from the constituencies the President's Committee serves and volunteer their time and expertise to assist the Chairman of the President's Committee. The Executive Committee consists of three Subcommittees, the Governmental Affairs Subcommittee, the Information and Publications Subcommittee, and the Planning and Budget Subcommittee.

Chairman

Harold Russell, President, Harold Russell Associates, Winchester, Massachusetts.

Vice-Chairs

Gerald Lorentson, Attorney/Consultant, Seattle, Washington.

Dr. Walter Oi, Professor of Economics, University of Rochester, Rochester, New York.

Elizabeth Tunney, Director, Union Privilege Benefit Program, AFL-CIO, Washington, D.C.

Executive Committee Members

Charles E. Bradford, Director of Apprenticeship, Employment Training and Rehabilitation Programs, International Association of Machinists and Aerospace Workers, Washington, D.C.

Marca Bristo, President, National Council on Independent Living, Chicago, Illinois.

David M. Cooney, President and Chief Executive Officer, Goodwill Industries of America, Inc., Bethesda, Maryland.

Richard A. Dennis, Director of Human Resources, AT&T Corporate Headquarters, Short Hills, New Jersey.

Ronald W. Drach, National Employment Director, Disabled American Veterans, Washington, D.C.

Jack G. Duncan, Attorney specializing in public interest law, Washington, D.C.

Darrell Farland, Executive Director, Governor's Committee on Human Resources, Bismarck, North Dakota.

Clyde Hopkins, President, Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee.

Karen M. Ignagni, Assistant Director, Department of Occupational Health, and Social Security, AFL–CIO, Washington, D.C.

Robert Jones, Special Assistant for Employment, Veterans of Foreign Wars, Washington, D.C.

Edward M. Kennedy, Jr., Boston, Massachusetts.

Marcia Lovejoy, Project Coordinator, The Enablers Training Project, Department of Mental Health, University of New Mexico, Albuquerque, New Mexico.

Gordon H. Mansfield, Associate Executive Director of Government Relations, Paralyzed Veterans of America, Washington, D.C.

Consuelo Martinez, Vice President, Capitol People First, Inc., Sacramento, California.

Deborah C. McKeithan, Founder and President of Learning How, Inc., Charlotte, North Carolina.

Gary D. Meers, Associate Professor, Vocational Education (Special Vocational Needs), University of Nebraska, Lincoln, Nebraska.

Joyce D. Miller, Vice President and Director of Social Services, Amalgamated Clothing and Textile Workers Union, (AFL–CIO), New York, New York.

Kathleen E. Olson, Executive Director, the Nevada Governor's Committee on Employment People with Disabilities, Carson City, Nevada.

Paul V. Smith, Deputy Advocate, Office of the State Advocate for the Disabled, Albany, New York.

The Honorable Clarence Thomas, Chairman, Equal Employment Opportunity Commission, Washington, D.C.

Martha H. Ziegler, Founder and Executive Director, Federation for Children with Special Needs, Lexington, Massachusetts.

The Staff of the President's Committee on Employment of People with Disabilities

Harold Russell, Chairman
Edmond Leonard, Special Assistant to the Chairman
Lucy Skinner, Executive Secretary to the Chairman

Jay Rochlin, Executive Director
Jan Holler, Executive Assistant to the Director
Jack McSpadden, Executive Assistant to the Director
Sandra Moreno, Executive Secretary to the Director

Sharon Woodward, Executive Assistant to the Director
Creta Skiles, Administrative Officer
Helen-Marie Krause, Receptionist
Maxine Timus, Secretary

Philip Calkins, Director, Office of Public Affairs
Juanita Campbell, Public Information Specialist
Mary Kay Rubin, Senior Legislative Liaison
Howard Moses, Legislative Liaison
Richard Dietl, Chief of Publications
Hardy Stone, Writer/Editor
Lisa Thies, Editorial Assistant
Jackie Creek, Distribution Services Specialist
Kevin Johnson, Mail and Publications Clerk
Dorita Parsons, Mail Clerk
Jill Wells, Clerk

Paul Hippolitus, Director, Office of Plans, Projects and Services
Richard Sheppard, Unit Manager
Ruth-Ellen Ross, Unit Manager
Larry Volin, Employment Advisor
Dale Brown, Employment Advisor
Jean Mahoney, Employment Advisor
Faith Kirk, Employment Advisor
William Pittman, Employment Advisor
Inez Buchanan, Employment Assistant
Willie Williams, Employment Assistant
Beverly Miller, Employment Assistant
Lori Peterson, Clerk
Carrie Smoot, Clerk